

**Index of Documents Pertaining to Sexual Harassment Complaint Filed Against
Lands Commissioner Doug Sutherland by an Unidentified Department of Natural
Resources Employee in January of 2005**

Tab # 1: 1-18-05: Victim files complaint with DNR HR Dept.

- Says victim is "new college career graduate student" with DNR So. Puget Sd.
- NO complaint attached to public disclosure document (is it obtainable?)
- Sutherland (at Tab 15) also admits formal complaint was filed

Tab # 2: 1-18-05: Doug McClelland (DNR supervisor notes)

- Jesse Sims witnessed incident(s)
- Says Sims saw Doug put his arm around Victim; said "looked forward to seeing her."

Tab # 3: 1-15-05 Memo from Doug McClelland (??)

- Recounts the "4x4" meeting in Pacific, WA
- Said he introduced Doug to group of DNR employees at 10:45
- Said "Doug said hi to all and "he put hi arm around her and rubbed the back of her jacket a few times."
- McClelland said, "she [victim] is strong" and Sutherland said, "She has other nice parts too."
- Others heard it (evidently the "others" were Jon Byerly, Joe Brady, Ted Keeley, Jesse Sims and Chris Michaels)
- McClelland told Jon Byerly that the employee was uncomfortable
- Byerly said to McClelland: "I though his [Sutherland's] actions were very unprofessional and couldn't believe he acted that way."
- McClelland said "I agree with Byerly."
- Byerly called McClelland back at 8 pm. Byerly told McClellan that Sutherland did more that day: he put his arm around her and made her feel uncomfortable. Sutherland said, "I look forward to seeing you in Elbe soon."
- Byerly told McClelland that victim was very upset
- Byerly spoke to victim at 8:15 pm and she was upset. McClelland referred her to HR.

Tab # 4: Victim's handwritten notes

- Date: 1-15-05 (date it happened)
- Jon (Byerly) called to say he was "shocked by what occurred."
- Byerly "embarrassed"

Tab # 5: Victims' handwritten notes:

- Sutherland motioned to button on her shirt; to button it up?
- Jon Byerly leans over and says he saw that

- Victim very upset

Tab # 6: Victims' handwritten notes:

- Sutherland came across room, placed his right hand on victim's waist and ran hand across her waist
- Asked if victim will be working in Olympia
- She said, "no, in Elbe." He said he would like to come to Elbe to see their work
- Victim told Jessie Sims what happened. Sims acted surprised

Tab # 7: Victims' handwritten notes

- Describing event: Sutherland reaches across small circle of DNR employees and grabs her left shoulder. Feels it and then twists her around so that her back is facing him and he holds her with one hand
- He feels her back open palmed from her neck down to her waist and shoulders. Says something like "just looking."
- Doug McClelland sees what's going on and says "we hire them strong."
- Sutherland said moments later, "Could have felt other side."

Tab # 8: Victim's handwritten notes:

- Sutherland resumed his place and said "Oh look, I've embarrassed her."
- She turned red, smiled, and said "no."
- She does not think Sutherland was looking for a uniform patch
- McClelland admits that Sutherland is just a "regular guy" and "sometimes says the wrong thing."
- Victim very upset

Tab # 9: Victim reassigned to different supervisor

Tab # 10: Unknown person's notes on incident

- Describes Doug's hand movements
- Difficult to read

Tab # 11: Unknown person's notes (HR director??)

- Says "not sexual harassment" but violation of DNR policy
- Suggests public apology

Tab # 12: Unknown person's notes

- Repeats the touching back and shoulder, strong, comment
- Sutherland said, "and she has some other great parts too."

Tab # 13: Unknown persons' notes

- Doug McClelland admitted that button incident was "not appropriate"

Tab # 14: DNR's acceptance of Victim's resignation letter

Tab # 15: HR Dept (??) interviews Sutherland

- Admits incident as victim described it
- Says "disconnect is in how she felt and his intent"
- Said he touched her back because of arrows in the back comment
- He met with her and she told him he embarrassed her
- Says he admitted her courage
- DNR did full anti-harassment protocol

January 26, 2005

MEMORANDUM

TO: Phil Wilson, Division Manager
Human Resources Division

FROM: Pat Curry, Personnel Consultant

SUBJECT: Harassment Complaint

On January 18, 2005, I received a complaint of harassment from [REDACTED], a new College Career Graduate employed with the South Puget Sound Region. Her statement and other pertinent information is attached. I am forwarding it to you, as per DNR policy PO01-037, Harassment Prevention, for review to determine appropriate resolution steps.

[REDACTED] has been provided with a copy of the agency's policy on harassment prevention and an EAS brochure.

/pc

At 8:20 PM I called Eric and spoke. He said he would call Bonnie on Tuesday at 8 AM and speak to HR Phil directly. He would get direction for support and contact [redacted] on Tuesday at Mineral.

I called Jon back to let him know that Eric was informed and that he should focus on the job and his new employees. Eric and I would handle the support for [redacted] incident.

I called [redacted] back and let her know that Eric would contact HR at 8 AM on Tuesday and get her the direction and support needed. She said she had spoken to her dad who works for Rainier said she should talk to HR tonight to give her closure and support and she wanted to know what I thought. I said considering the events were witnessed and she reported it immediately she should sit down and write her observations and feelings on a sheet of paper and put it a secure place for use on Tuesday. I said that our agency has no tolerance for harassment at any level and that her concerns would be addressed. She seemed satisfied by my direction. I also gave her Eric's and my home and cell phones for any concerns or questions over the weekend.

I completed this history of events at 9:38 PM Friday.

On Sunday evening I called Jesse Sims to get his account of the second encounter between [redacted] and Doug S. Jesse said that when Doug was leaving he shook Jesse's hand and said he would see him in the Tahuya. He then gave [redacted] a hug, from the side, and put his arm around her. He said he looked forward to seeing her in Elbe and may have said something else. Jesse said [redacted] was very upset after the second encounter.

On Monday evening Bonnie Bunning called me at home. Bonnie said that Eric had called her. She had spoken to Patty Henson and then Doug Sutherland. Bonnie said that [redacted] could contact HR on Tuesday if she wanted and either Phil Wilson or our SPS consultant would be available. I said I would contact Bonnie if I felt more info needed to be shared.

On Tuesday AM I spoke to Eric to start the contact at HR for [redacted] that she was headed to SPS, not Mineral, for a meeting with the Elbe trail crew and Jon and wanted to speak to HR. I also called Jon to update him and let him know to work as a regular day and do his job. I called [redacted] to let he know that either Phil Wilson or Pat Curry are her best HR contacts and I recommend Pat by my experience.

I ran into [redacted] at 1 PM Tuesday at SPS. She had spoken to Pat and faxed her the information she had written down. She was going to go home for the day.

~~Eric~~ McClelland
Tuesday Jan 18th, 1530 Hrs

January 15, 2005

Attended PNW 4x4 Annual Meeting in Pacific from 10 AM to 1 PM. In attendance were DNR employees Jon Byerly, Joe Brady, Ted Keeley, Jesse Sims, [REDACTED], and trail crew person Chris Michaels. At 10:45 AM Doug Sutherland arrived to speak to the group. At a break I introduced Doug Sutherland to the new DNR employees at the meeting. Doug said hi to all and when I got to introducing [REDACTED] he put his arm around her and rubbed the back of her jacket a few times. I said she is strong because it seemed uncomfortable in what he was doing. Doug said something like: "she has other nice parts too!" All heard it and [REDACTED] was obviously embarrassed. Afterwards we sat down and she said to me what was that he did? She seemed very uncomfortable and upset. I said it seemed odd and that I had never seen any inappropriate actions by Doug but that he is a very friendly person. To me it was inappropriate in the setting and very uncomfortable to all present especially [REDACTED] a new employee to our agency.

At the next break I had a chance to let Jon know that his employee [REDACTED] was uncomfortable from her encounter with Doug S. and Jon said: "I thought his actions were very unprofessional and couldn't believe he had acted that way". I agreed with Jon's observations.

The Commissioner completed his speech and we answered questions and then all had lunch with the members of the PNW. I had a chance to talk to [REDACTED] and Jesse regarding the work unit, promotional opportunities and future meetings.

I then left to head home before everyone else around 12:45 PM.

Around 8 PM I received a call from Jon Byerly stating that as the Commissioner was leaving the PNW Annual Meeting he again encountered [REDACTED] and said goodbye. He put his arm around [REDACTED] and made her feel uncomfortable stating "I look forward to seeing you in Elbe soon". He may have touched her in an uncomfortable way. Jesse Sims was there next to [REDACTED] and witnessed the encounter.

Jon said that [REDACTED] was at home, crying, upset and wondering if she could work for a person who acted in such a way with her. She had spoken to her mom and friend seeking advise.

I said I would call [REDACTED] and obtained her phone numbers from Jon.

I called [REDACTED] around 8:15 PM and spoke to her. She was upset on the phone, had spoken to her parents and thought she should speak to HR. I said I would call Eric Schroff, SPS Region manager, and get direction and that she should report to work on Tuesday in Mineral and we will contact her. I let her know that I had observed the actions of Doug Sutherland and that I also felt it was inappropriate.

From: DOUG McCLELLAND
To: BYERLY, JON; CURRY, PAT; SCHROFF, ERIC
Date: 1/21/2005 9:15:42 AM
Subject: Week One and Transition

**** Confidential ****

Hi Pat and Eric, our first days of supervisor shift is working as well as could be expected. Kelly is doing a great job and as I can see [REDACTED] is being provided the space needed. It is also very difficult for Jon and we need to recognize that. We suggest that next week we get together, Doug, Eric, Pat and Jon, via a conference call to discuss transition back to Jon as supervisor. We want that to be successful. It will not be easy but must occur to make the job work. So I will be setting up a conference call next week.

Pat feel free to call em on my cell if you have any thoughts or ideas. Need help on transition back after the two week period. Thanks for your help. Doug

Doug McClelland
District Manager
Washington State DNR
950 Farman Street North
Enumclaw, WA 98022-9282
email: doug.mcclelland@wadnr.gov
cell: [REDACTED]
fax: 425-888-2271
work: 360-825-1631
voicemail: 866-271-3984
mailbox 2304

1-15-05

④) Dong calls 1st time.

Says that he's checking in. Disappointed.

That the 1st incident made him v. surprised but the 2nd was not called for & unacceptable.

2/ they shook hands across the circle. "Chris Michaels, supervisor of the Elbe Hills work crew."

When the commissioner resumed his "position" in the circle he looked at me & said "oh look live embarrassed her."

I shook my head No & turned red once again, half smiling.

Thoughts going thru my head during the incident... ~~My~~ My justification of the incident while it occurred → I thought that he was searching for a patch. The 4x4 members in the room all had on hats w/ large patches on their backs. Yet in retrospect - I had just been introduced to him as the public use forester (DNR employee). I was in uniform. His comment following the incident did not support searching/feeling around for my patch.

I do not recall how the group disbanded.

I sat down in my seat; it was located directly behind me on the wall.

Doug M. sat next to me to my left.

Chris M. sat " " " my right.

Doug M. referenced the incident. "Sutherland has a reputation of being just a regular guy in the office where he works."
 I said "That was odd."
 ← Doug M. referenced my notes as we sat down. "What are you writing down?" I said, "oh - notes on the ppt. presentation."

Doug M. said "He oftentimes says the wrong thing."

I said "That was not okay. That was not right."

I proceeded to write down where folks were standing & what the commissioner said to me. I wrote it down on the left side of my notepad, on the side where Doug M. was sitting.

was very upset as I replayed the moment; (action, ^{the commissioner's} comment) in my head - w/ anger coming in waves. Realizing that what had just occurred was NOT right.

at one point wiped away tears.

losed my eyes. Talked myself out of becoming more upset.

Doug M. @ one point said "we'll talk about this later."

Doug M. kept filling me in w/ little tid bits of info. as the commissioner spoke. I took random notes.

Following the commissioner's speech I believe that I exchanged a few words w/ Chris next time.
 I went to the bathroom as folks beg. to get in line to eat lunch.

Chris came to "sit down next to his little lady." He sat one seat away to my left. Chris M. still sitting to my right.

1. At this point... Dan got up. someone came by & collected our plates.
Jesse & I were standing near our "lunch seats" when the commissioner returned to that area, placed his right hand on the right side of my lower waist & ran his hand across my waist ^(I would have been just above my belt) to the left side of my waist. He (Commissioner) asked if I would be working out of the Olympia office or the regional office. I told him that I would be based in Elbe Hills, trying to get ^{held into my water bottle tightly in front of me & did not reach out to shake his hand.} I do not believe Jesse knew of this inappropriate touching. That of the ~~Doug McLelland flew across the room &~~

the commissioner then said that he would like to come to Elbe to see our work & what we've been up to.
Doug McLelland flew across the room & began shaking the commissioner's hand. "You can't leave yet, they're just about to cut your cake." McLelland told the commissioner.

The commissioner shook Jesse's hand, looked towards me. I did not reach out & nodded curtly.

Jesse & I stood in the same place once Doug McLelland & the commissioner left. Jesse said "I notice things." "And I notice you do too." ^{Chris joined our stance but not our conversation} I said something to the effect of "If you're referencing what just happened, ^{same site in here.} not was not okay."

I said "You can't do that." "It is 2005!" "You can't touch my wrist like that."

Jesse said "He just touched your wrist?"

I said "Yes." Seeing.

Jesse said "Hold on ~~we~~ we'll talk about this later." "Slow down."

I was irate, esp. that it had occurred again.

Jesse said to settle down a bit & a man (4x4 guy) named Jim or Tim came to talk to us. Chris joined our group in conversation @ this point &

>poke to me as ^{Jesse introduced me to Jim/Tim} Jim/Tim spoke to Jesse.

Doug McLelland came up & waited for the dual conversations to pause & said that he needed to speak with Jesse & I.

We excused ourselves from the others & followed Doug McLelland into the far corner.

Doug McLelland brought up the issue of Dan's possible departure the possibility of Jesse & I getting on an in-training plan to become Forester II.

We decided to get together (all 3 of us) soon to discuss that option further. Doug McLelland did not bring up the inappropriate conduct & words of the commissioner & did not reference them/it as he left for the third time.

7: Peter, Jan said anything else he motioned to his shirt at the top of the neck.

. I did not know what he was referencing & asked "What?"

. He made the motion again & I said "my button?" and he said "Yan button."

. I was shocked. Again blushed as I buttoned up the top button (not the neck snap) on my uniform I was wearing my uniform shirt, loose gray slacks, tank beneath my uniform & a fleece long-sleeve zip up over top; along w/ a scarf around my neck. My shirt was not low & did not show excessive décolletage. I had buttoned my shirt up to the same button for the previous 8 days of work & did not in any way feel as if my dress was inappropriate.

Jan then leaned over close & said "I want you to know that I noticed (that action/comment?) that occurred."

I was taken aback ~~that~~ about the shirt button & did not respond except to say "That was not right."

Jan proceeded to lean very close in once again & tell me that the Commission is as or reputation of just being a regular guy & that he does not blink before he speaks.

I looked at Jan & said "There ~~is~~ ^{are} no excuse."

Jan said "I'm not trying to make an excuse for him" ~~that~~

I said "That was very inappropriate & very, very bad!"

I began to get ^{visibly} upset but no tears but conveyed the seriousness of the situation.

Jan stood up & said "We need to eat or we will insult them." I didn't understand what he said & waited a moment.

Jan looked back & asked me if I was okay.

I nodded (@ a time when I was so upset I couldn't speak).

Yes. I got up from my seat & told Chris M. still next to me to do the same.

I got in line @ the sandwich buffet in the same room.

Jan once again turned around & asked me if I was okay. I again, nodded yes.

I got food, sat next to Jesse ^{to my right}. Jan sat to my left. (Practically the same seats before @ the back of the room.)

I ate, distracted w/ new conversation.

5/ Jesse & I headed towards whose air seats were (my purse
lived next to my seat). We sat.

Jan came over & asked if we were ready to head out.

We agreed that we were & as the speakers up front
began to speak we skirted out around the food & exited.

Before I exited I looked back @ Chris M. & told him
"Downstairs."

Jesse ~~then~~ & I went downstairs & sat on the couch in the main
lobby of the hotel.

Jan joined us.

We sat & talked about Jan's maybe departure & Jesse
possibly taking his place.

For @ least 1 hr if not 1 hr $\frac{1}{2}$ - 2 hours we sat
& talked about that issue.

The incident was not mentioned.

Jan & Jesse did bring up the commissioner's lack of public
contact of courts... how he has set spiels for different
users & how once he talked to Jan as if Jan knew about
agriculture on the east side. Jan thought that it was
clear that the commissioner ~~did not know~~ that he had mixed
up people and treated Jan as if he was someone else.

At 2:50 or so, Chris drove past the window of the hotel. We
decided that we could call it a day.

Out @ the car Jan said "See you on Tuesday" "Thanks for
coming ~~to the meeting~~"

I said "Yup, See you on Tuesday." "Thank you!"

4

1-15-05 Saturday

Very upset following my departure. Spoke to my friend(s) & family for support

Jan called @ 7:15 pm

• He says that he is shocked by what occurred.

References strict standards that we must abide by when it comes to harassment, but that the commissioner answers to the public.

• He says that he's embarrassed.

• He says that ~~Don~~ Doug Mclelland @ Saturday's mtg. following the incident told Jan not to bring it up unless I did.

(I am furious at this, mainly b/c Doug said that it was very bad & that we would talk about it later.

• Jan said that correct procedure is ^{to talk to} Human Resources (HR) & not my superiors @ all.

• Jan says I just wanted to call & make sure you're okay.

• I said that I was not okay. Very angry. I told him that I had been very upset earlier in the day.

• Jan said that he feared it ^{destroys my credibility} "destroyed" all of ^{what he} had gone over & all of what he had taught me.

• I confirmed that it indeed had.

• Jan went on to say that "our agency is not that way"

• I said that I frankly don't want to be ^{involved} a part of him (Sutherland).

← We spoke for 9:19 minutes.

ended w/ his wanting to call Doug. No HR # was given to me.

1:17:03 Monday morning. Taxpayer - private.

Doug M. = Doug McLelland
Commissioner = Doug Sutherland
Jan = Jan Byerly
Jesse = Jesse Sims

Saturday.
me = [redacted]
Chris = Chris Michaels

8:20 Pkg. lot we all arrive Auburn King Hotel.

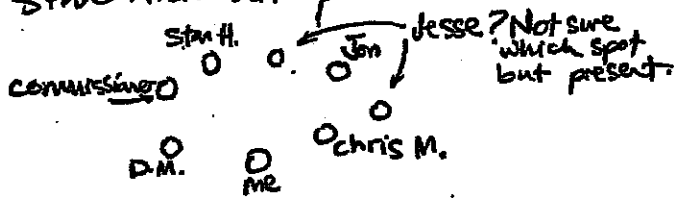
→ meet & greet; Arlene speech; John & DNR speech.
introductions of special guests.

Commissioner not yet arrived. "Lisa" (Arlene) [redacted] (Jan)

"Hi I'm [redacted], the new Public Use Forester for the South Puget Sound Region."

→ Commissioner arrives. Doug McLelland looks to ask me if I know who just walked in. I nod yes.

→ break in mtg. proceedings following DNR spiel/ppt., etc. We're all @ back of mtg room & chatting. Jesse to my right. Doug McLelland to my left. Jan present. Chris present. Stan Humann present.



Jan introduces me to the Commissioner. "Doug, this is [redacted] the new Public Use Forester."

- I shake his hand. [redacted] great to meet you."
- We resume to positions in tight circle.
- Commissioner reaches across circle (! Doug M.) w/ his hand & grabs my left shoulder. Feels it, then twists me around so that my back is facing him & he holds me w/ one hand & feels my back (open-palmed.) from my neck down to my waist, shoulders, etc. Says something about "just looking!"
- I am incredulous & half-smiling w/ lack of reaction & blush v. red.
- Doug Mc. (I made eye contact w/ him @ some point during the inappropriate touching) & he made a comment like "We hire them strong." or "strong back."
- When Commissioner returned to his "position" in the circle he said "could have felt... up front" or "could have felt the other side"
- "wouldn't be right." My notes from that day indicate he said "could have felt around somewhere else"
- The group responded with no action. No response.
- Doug Mc. launched into a topic of conversation towards someone. I can't recall.
- Chris M. (to my immediate right) introduced himself to the Commissioner.

February 2, 2005

To: 

From: Doug McClelland

Subject: Temporary reassignment of supervisor

From January 20th thru February 15th, 2005, Kelly Heintz has been temporarily assigned as your immediate supervisor. Kelly will provide you with day-to-day direction and support during this period. After February 15th your immediate supervisor will be Jon Byerly, Forester 2 in Public Use.

I appreciate your hard work in making this temporary supervision reassignment successful.

c: Eric Schroff
Kelly Heintz
Jon Byerly
Personnel file

Eric Schrott

- 1) call & Jon Byerly
- 2) move on facilitated meeting w/ Jon & [redacted]

• Review Procedure - in [redacted]

• Phil w/ Doug - 2/2 2:30

• Bonnie will meet w/ Doug & [redacted]
- meeting set - 2/2 4:00

• Bonnie working on e-mail

• Debrief => when / after (one/mc)
• Facilitated mtg w/ Jon [redacted]
before 2/15 => London

York w/ Doug

ASAP

- meet indiv & then together
- Jon talk to someone from the
- London talk to Eric

Jesse Sims - e-mail policy
Bulfinch 360-275-0189 '19

Finished lunch, standing
up after eating, D.S.
was saying goodbyes
- I believe, one of
[redacted] subordinates,
Chris was there,
D.S. came to us,
saying his goodbyes -
I was saying, you
should come out to
Tahaya, shook his hand,
said yeah, you know,
about it

Asked [redacted] where
you were going out at
O'Leary, she said I
should come out and
maybe would like you
to [redacted]
Think maybe gave
her a [redacted] bag w/

hand around waist -
- shake Chin' hand 180° →
no

interested in hairy ~~area~~
show him area
Elbe.

As entered on area
I was standing on
~~area~~ right of body

I turned around to face
her but still on her right
side

Like a semi circle

D came to us from
her front left area

- side hug → accent
long, salt short

her operations out of N. Bend.

- told [redacted] that she would still likely see Jon at N. Bend. She indicated that was alright but noted that she was not comfortable driving w/ Jon and that it didn't seem right that he could make the type of comments he has

- Re-emphasized that change in supervision was temporary to give her some distance from her supervisor who is too aware of the incident and ~~not letting~~ ~~her~~ giving her time to put things in perspective.

- gave [redacted] Kelly's cell phone number and told her that hadn't yet been able to talk to Jon about the charge.

4/19

telephone call w/ [redacted] and
Dore McCllland a, Pat Long

- Acknowledged that [redacted] had requested a temporary replacement during this period
- Told [redacted] that had arranged for Kelly Heintz to be her temporary supervisor.
- Temporary - for 2 weeks
- Kelly would get direction from [redacted] and work w/ [redacted] [redacted] could contact Kelly for assistance.
- Noted that Kelly was on [redacted] interview panel
- [redacted] expressed concern in walking out of Mineral - that it is a remote location
- Dore indicated that he wanted [redacted] to continue her walk with the crew down in Elbe, but that she could meet w/ them at the mall or some location other than the Mineral walk station; [redacted] could base

1/24 - meeting ~~_____~~

- ✓ copies of corroborating statements
- ✓ documentation of temporary reassignment
- disciplinary action warranted
 - documentation of fact that was sexual harassment
- no other reports - isolated
 - not illegal sexual harassment
 - not quid pro quo
 - not hostile ~~work~~ env.
 - violation of policy

- public apology before me & co-workers
- deal w/ some way as someone else in DNR

• share plan before take action
no questions w/ face to face
- preferable

stay in N. Bend office till
on way to a reminder

1117103 CONTINUED.

9:20pm I called Jan.

Doug knows ~~correct~~ protocol.

Bonnie is #2. She'll be notified.

Bonnie is going to get a hold of
TK to get a hold of me directly.

→ When I asked about calling someone sooner than later.
→ Everyone is @ home w/ their families. Saturday eve.

"We just go about as we were. They know exactly where we're going to be & they will get a hold of us."

Tues. morn. the ball gets rolling. Wherever we are.
I say, Gene or damn Rightover.
say

I say - "That's correct for them to contact ~~us~~."

9:00^{am} Tues. morn. Bonnie will get a hold of them & call as we in Airsea!

Nothing we could do Saturday eve. These of us in Sydney would be there in where + we all support it. Some know that.

Yes for me & human resources. As far
human.

* As comfortable as the situation allows
(P) this time.

"You need know from me that... I am behind
you 100%. I support you."

long discussion

'''

- send statement

at Pacific NW of what Dave
constr, Pacific

Dave McLeod
Jon Byers
Joe Brady
Todd Kelly
~~_____~~
Chris Michael

Jon had a presentation;
started at 9:00.

Commissioner got there
at 10:30. Sat. a talk with
us.

~~_____~~ / Chris to observe
meal, present Com.
DVR to introduce to employees
- introduce group
- shook Jesse's hand

when got to [redacted]
instead of shaking hand
he turned her slightly
and ran his hand
all over back.

I was unconcerned,
& made joke
"And this quite strong too"
Dory

Turned her to front

"and she has some other
great parts also"

[redacted] was very embarrassed
taken aback

[redacted] sat down next
to me, I could tell
she was visibly upset

- went over to Jon afterward and told him that [redacted] was upset and Jon said it was he couldn't believe he had done it

- Jon came up and told me he had 3 p/ce to [redacted] and used it on a flashback moment to butter her shut up

- Doug told her him that wasn't approp.

- In D.M opinion, she was messed progressively

- we ate lunch Jon is a candidate for a promotion. I spoke to [redacted] & Jesse got about 3 minutes about [redacted]

- would dispute that they
have shook hands
then reached across
me

- everyone was cordially
greeted w/ a handshake
- one was singled out
→ seemed because
bright, smiling female

- Stan - director pregnant
4 wheel drive

- she was my female

- yes, he did say
on look, I've embarrassed
me - a few minutes
later

- very embarrassed,
bright smile
about - to her

- broaden to region
sensitivity
better response

- talk to Dong →
apology from him

- stay w/ Kelly until
work out w/ Jan

- Ask her after →
to check in
- then prob.

not call ^{after point} but call me

.. Put go over policy w/
Dong

Bonnie w/ Dong &

Monday 1/31

Doug/Eric
Jon
- process

Feb 15 - stay massaged
w/ Kelly

- Debrief w/ Staff (Jon/Doug)
- e-mail from Bonnie to all staff
- discussion at mgmt team +
(Monday 9:30 AM)
- out to regn
- ~~Jon & [redacted]~~ meeting
- Jon & ~~[redacted]~~ facilitator
- end of re-assignment
by 2/15

Debrief of all staff

by noon steps - draft

Phil & Eric
in building & meet Tues am.

- does ring a bell

→ Olympia or field
→ g's said that

D.M. & D.S. were exiting
→ hold my wait, you
to do call, should
stick around

might have went away
→ didn't come up

- talked w/ DM about
work

- then met up w/ ● & Jon
about work & nothing
about situation
& went separate
ways.

1-20 at 10:00 am



- satisfied w/ immediate resolution

- but thinking about how she will come back in 2 weeks & be excited

- if anything happens \Rightarrow check before weekend

- One Monday pm

- if anything happens right away.

- would help to come down.

- meeting w/ her on Monday 1:00

Jon, talked once about the
Leman
— how he doesn't always say
what means

No one brought getting back
M incident when broke

Saturday, weeks of anger
— when got to car, thought
crumple, didn't, just
spent time ~~alone~~ alone
I examined dress / behavior
— didn't do anything wrong
fixed talker + ARO
only

Jon called cell phone. Just
calls to make sure okay,
not okay, very upset, not
good. She about 19 sec.
Dong said not to bring up
unless she brought up

Felling very uncomfortable
around everyone,

- [REDACTED] [REDACTED]
- Jon Bylady supervisor
 - Jon & start

Saturday 4:15 PM 4x4 work on
E:15 arrived, met Jon & Dusty
Doug McLeod, Chris, 2 Timber
Sales, all in uniform
Jon & timber guys @ 9:00

- waited at hall w/ Doug & Chris
- Doug S. arrived late
- in circle myself, old prof
was there too
- Jon introduced to commissioner
- shook Doug's hand
- ~~reached~~ reached across Doug's

- reached

touching neck, back, shoulders
pat down to waist

- looking for patch?

once finished
- once touching back
- could have felt the other
side... the joint

- Dong, Jesse

- turned

Cris introduced himself

- ok, I've embarrassed her

- McClelland, oh we have them
w/ a strong back

- Dong references actr
→ thought touching patch?

- sitting Cris/Jesse

- Jon need sit down near my
little lady

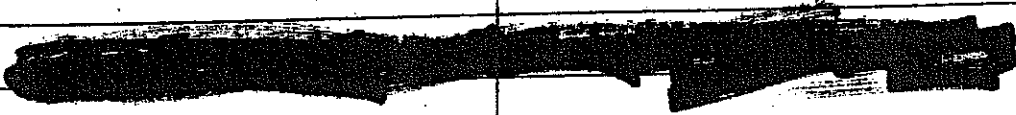
- been angry/upset, not crying
yet / did wipe away a tear
- p. 10/96

- Call back Jon B., ~~advised him~~
to talk
- Dong called Eric & would call
AR & Bonnie
- Dong didn't give a number
- lost contact w/ Dong &
Jon
- meeting w/ 8 & 9 am →
9 at Mineral → Eatonville →
- not getting comfortable w/
Jon & Dong
- don't want to be at Mineral
work center
 - don't want to be stuck
there if anything happened
 - would go to Grand Canyon
 - got to Regan at 7:45
 - called
- Both Jon & Dong called to
confirm message; Dong called
Bonnie / AR & gave her name
- Jon called back to confirm something
else → chris? etc

- uncomfortable interview
1/2 hour spent noon.
- question on values
made me shut down
- recognition I'm upset

- FAX notes

- want know I do not
tolerate this.



- e-mailed copy of DNR
Harassment Prevention Policy

- Commissioner comes up behind me
 - but hand on right side of waist above belt
 - adesp. where will be \Rightarrow Olym N field
- well really took ground to coming out to Elpe
- concerned about
- inapprop. touched (Catherine)
- talked to Jesse \Rightarrow code speech
 - 2005 kills me still happens
- McDelland, raced me & took Commissioner's hand
- Byerly \Rightarrow going to get me
- McDelland \Rightarrow need to talk to Jesse / [REDACTED] about going for in-training for Jon's posn.
- Jesse / Jon / I leave \Rightarrow talk about that incident \Rightarrow not about that incident

WASHINGTON STATE MEETING
 JANUARY 15, 2005 - SATURDAY
 PACIFIC, WASHINGTON

AGENDA
 (Subject to change)

9:00 A.M.

Call Meeting to Order -

*Arlene** → *grat board*
brook *sewing, etc.*

Pledge of Allegiance - Moment of Silence -

Introductions -

Doug Sutherland, Commissioner of Public Lands
 Jon Byarty, DNR, South Puget Sound Region
 Ted Keeley, DNR, South Puget Sound Region
 Joseph Brady, DNR, South Puget Sound Region
 Jesse Sims, DNR, South Puget Sound Region

NW Forest Pass
Golden Age Pass?
Eagle...
Access...

*Stan * Humm*
Jim Putnam
Bonnie

1 @ Intro.
*2 * key. insurance on state lands*
\$18000 for 2 million \$ policy

Meeting Outline -

9:30

Carol and Don Jensen, IAD Officers -

Break - (Set up)

10:00 - 10:45 Presentation on Recreation & Timber Harvest - Jon Byarty, Ted Keeley, Joseph Brady

Commissioner Doug Sutherland -

Thanks. Strong opinion that rec. should be free. Gated to lands to invest. Legislature. No general fund \$ to fund rec. S.Y.S. ... waiting. Asking for cont. \$'s. "You are their constituents."
- They listen to you more than me.

Neil Morgan, Coordinator, Sadie Creek & Bunt Hill -

NOON -

(Estimated time frame) Lunch

1:00 -

Meeting Reconvene -

Director's Report -

Land Reports - Region Chairmen & Coordinators -

Region 7 -

Region 4 -

Just looking... could have felt around somewhere else.

avg → Strong back? You'll be around who missed her."

to the force for the Chris

CQ for Chris M.

From: BONNIE BUNNING
To: ALLNRB; ALLREGIONS
Date: 02/16/2005 4:04 PM
Subject: Legislative Update - and other interesting topics

Legislative Update-a very busy week

A number of bills relating to the role of trust lands, the future of the working forests, and our department have been introduced this legislative session. We don't know if any of these bills will go forward, but at a minimum, this collection of bills is evidence that these issues are significant to many leaders across the state. There are many different and strongly opposing views on each of these proposals. The department is actively participating in these discussions, through testimony to the legislative committees in their public hearings on the issues, and active participation in the many discussions going on outside of the legislative arena.

One of the issues we testified on this week is Senate Bill 5816, which would authorize DNR to contract out the management of state trust lands. Another group of issues on the docket is a series of bills that would change the nature of the granted trust lands: Senate Bill 5817 proposes to sell granted trust lands to the private sector, Senate Bill 5537 proposes a 75-year lease of granted lands so they can be available for recreation, watershed protection and other public uses without the obligation to earn money for the trusts. And Senate Bill 5555 proposes the sale of granted lands to the state for multiple non-trust purposes. All of these are weighty matters of public policy.

Another series of bills, (Senate Bills 5345, 5405, and 5761), explore the issues regarding the future of Washington's forests, conserving working forest lands, and addressing concerns about the impacts of forest practices on family forest owners. Copies of our testimony on all of these matters are attached to this e-mail in pdf format. In case you cannot open one of these files, feel free to contact Andrea Grimes at andrea.grimes@wadnr.gov and she will be happy to send you hardcopies.

In about a week, we will have a link established on our legislative intranet site so you can view the agency's testimony on the more important bills such as these that we are working on. Check with our legislative interns if you don't see something you're curious about. They'll be glad to give you the latest.

Employee Survey-2004 and 2005

Nearly a year has gone by since we conducted our first employee survey regarding employee satisfaction and performance. Overall, last year employees gave "strongly agree" ratings 31% of the time - more than the average Gallup survey rating of 29% of the workforce, but still with room to improve. The average of all questions was a rating of "3.6" against a goal of "3.75" - the top quartile we were shooting for. During the past year, we asked our managers to address those areas with room for improvement. To a considerable degree, the areas most in need of improvement throughout the agency related to understanding job expectations and how they fit into the overall mission of the agency; communication on department strategies, expectations, and definition of success; interagency connections and communication; and employee recognition.

Over the course of the year, a number of changes have been made both large and small to improve ourselves in those four areas. To address the relationship of job expectations to the agency mission, we focused on improving our annual evaluation process. We established a fixed time for evaluations for each region and division, so we could hold supervisors accountable for completion. We started using the new Performance Development Plan to establish clear expectations for the upcoming year, and in that document, tie each job back to the mission and goals of the agency and the goals of the home region or division. This is not the only way, but a way to help link the agency together with a common vision of how everything fits. Many regions and divisions are trying to help clarify the connections in their periodic staff meetings, and by emphasizing those connections in their meeting minutes and division communications.

Our executive team has also been working to increase the level of communication around the agency, in

part by establishing several new intranet sites where employees can go to find out about what's happening in several areas. Two recent examples are our legislative intranet site, and our new site for posting the policies and decisions of the Asset Management Council.

And finally, I want to mention two notable new approaches to employee recognition, though I'm sure there are many more across the agency. Pacific Cascade Region developed a recognition tool box for each work unit in the region. The tool box contains award categories and criteria, recognition certificates for the different region awards, and a selection of special recognition items, like "Shine" awards and spotlights. By making recognition easy to give, it should happen more often.

The other new recognition tool is the Star Award. These awards are again easy to fill out, and can be given for just about any reason between colleagues, from supervisor to staff, or from one work unit to another. The recipient's name and reason for the reward are posted on our DNR Intranet site, so that recognition can be noted agency-wide. I know these are just examples of what's happening around the state. If you have something notable to share, let me know. We can learn a lot from each other.

We are now gearing up for our second annual employee survey to assess where we are with employee satisfaction and performance. The format and form have been simplified for ease of use, and the questions have been grouped for a more logical response. The software is different and easier to use, so we hope there are no further problems with comment boxes, etc. This is a great assessment tool that we take seriously in DNR. We're shooting to meet or exceed the participation rate from 2004. Please take the time to fill it out. And, as always, we appreciate your thoughtful responses.

Communications

As the biennium moves into its last two quarters, and the legislative process adds new work and deadlines to an already ambitious agenda, it is easy for any one of us to get so busy that we run the risk of letting the quality of our communications, and the respect and care with which we treat each other, slip. When we depend on each other for teamwork in order to meet the mission and achieve our goals for this agency, it is never more important to walk the talk, and pay attention to our agency principles: respectful relationships, inclusive decision-making, and enduring stewardship in its broadest application. It is important to remind ourselves of the impact we may have on others through our words and actions, or even tone of voice or a casual hug or touch. As humans we communicate constantly, and that communication takes many forms. Be sure to take the time to think not only about what you are saying, but also about the effect your non-verbal communication may be having on others as well. Miscommunication can be costly, and sometimes, as well as time-consuming to correct.

As always, feel free to let me know what you think.



2/3/15

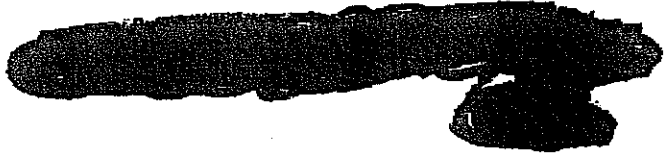
Monday still @ 2:30 → Ruby Tuesday's

→ Keep appt. on 9th w/ Jon @ 2:30
@ Ruby Tuesday's

Canceling 10:00-11:15 →

Not on my calendar

e-mail -



All agency message from Bonnie Bunning sent on Wednesday February 16, 2004:

As the biennium moves into its last two quarters, and the legislative process adds new work and deadlines to an already ambitious agenda, it is easy for any one of us to get so busy that we run the risk of letting the quality of our communications, and the respect and care with which we treat others slip. When we depend on each other for teamwork in order to meet the mission and achieve success as an agency, it is never more important to walk the talk, and pay attention to our agency principles of respectful relationships, inclusive decision-making, and enduring stewardship in its broadest application. It is important to remind ourselves of the impact we may have on others through our words and actions, or even tone of voice or a casual hug or touch. As humans we communicate constantly, and that communication takes many forms. Be sure to take the time to think not only about what you are saying, but about the effect your non-verbal communication may be having on others as well. Miscommunication can be hurtful sometimes, as well as time-consuming to correct.

From: LOU ANN DUNLAP
To: [REDACTED] JON BYERLY
Date: 2/2/2005 12:21:41 PM
Subject: Meetings - Confirmed

This is to confirm the meetings we have scheduled are:

Monday, February 7 = 2:30-4:30
Wednesday, Feb 9 = 2:30-4:30
Tuesday, Feb 15 = 10:00-12:00

All meetings are scheduled for HR conference room 308. If you have any questions ahead of time, please let me know. I look forward to seeing both of you.

Lou Ann Dunlap, Senior HR Consultant
Human Resources Division
Department of Natural Resources
"Organizational Success through Individual Performance"
Telephone: 360.902.1061
"louann.dunlap@wadnr.gov"

CC: ERIC SCHROFF; PAT CURRY

From: LOU ANN DUNLAP
To: [REDACTED] JON BYERLY
Date: 02/02/2005 12:21 PM
Subject: Meetings - Confirmed

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"Organizational Success through Individual Performance"
Telephone: 360.902.1061
"louann.dunlap@wadnr.gov"

CC: ERIC SCHROFF; PAT CURRY

February 16, 2005

Confidential

ok as edited
Bonnie

[Redacted]

Subject: Acceptance of Resignation

Dear [Redacted]

It is with deep regret that the Department of Natural Resources accepts your resignation effective at the end of business February 10, 2005. You have been a wonderful ^{valued} employee during the short time you have worked with our agency. You will be missed by all you have worked with.

In the weeks that you were here you helped our Public Use staff increase our supervision of the WCC crew in Eatonville, you provided great support and ideas to our tough task of managing public use in King and Pierce counties, and most of all you were professional in your work with our agency.

If ever you need a reference or support in your next job please use my name. I look forward to hearing of your next great accomplishment. ~~You are a wonderful person and~~
It was a pleasure working with you.

Sincerely,

Doug McClelland
Asset Operations Manager
South Puget Sound Region

Cc: Jon Byerly
Eric Schroff
Art Tasker
Pat Curry
Personnel File

Pat C

Did this go out
or were you awaiting
my edits?

Bonnie

for such a short
time period. (10d? 2wks?)

TX Bonnie

My comments - need to tone
down the effusiveness - it
sounds a bit false (I'm
sure it wasn't meant to be)
even [Redacted] was with us

Questions and answers

Is this story true/what do you have to say/do you have a response etc.?

(Assuming the story is as she has previously reported)

[REDACTED] was a brand new employee and I typically try to say a few words to new employees I meet when I'm out in the field, to welcome them into the DNR family. The incident, as [REDACTED] describes it, is essentially what happened. The disconnect is in how she felt and what my intent was. In this case, how she felt is certainly more important than what my intent was. The public meeting we were at was about some fairly contentious issues and I turned her slightly and touched her back, commenting that she didn't appear to have any "arrows in her back." I had intended it to be an inclusive gesture but in retrospect it was not the right way to do so. I have to admit I have a lot of respect for her even bringing this to my attention; I know that it was difficult for her. After I became aware of how she felt, I agreed to meet with her at her request. She let me know that I had made her feel uncomfortable and that I had embarrassed her. I expressed my regret to her and told her that I admired her courage for even bringing it to my attention. Unfortunately, she subsequently resigned from the agency. While she only worked for us for a few weeks, all reports were that she did a very fine job, and I'm very sorry that she is no longer part of DNR.

Was [REDACTED] asked to resign or let go?

No. She told her supervisor that the agency wasn't a good fit for her. I'm sure this incident contributed to her feelings about leaving and I'm really sorry about that. This is the best place I've ever worked and we have wonderful folks working here. Everything I have heard about her performance in the short time she worked for us was quite positive, and nobody I'm aware of - including me - wanted her to leave.

Has [REDACTED] filed a lawsuit/claim/complaint against you/the agency?

[REDACTED] did file a complaint under our agency's harassment prevention policy. The agency Human Resource Manager and his staff handled the review of her complaint. I am not aware of any other complaints or claims she has made.

What was the resolution of the complaint she filed?

[REDACTED] had requested that the agency take several steps, all of which were very reasonable, and the agency agreed to all of them. One of them was that I met with our Human Resource Division Manager to better understand our harassment prevention policy, and he helped me understand how [REDACTED] felt as well. Following that meeting, I met with [REDACTED] which was another of the steps she had requested. At that meeting she let me know how she felt, and I expressed my regrets to her. She also had a great idea about sending out a reminder to all staff reminding them about our interpersonal actions. This was sent out on Wednesday, February 16 and should, I hope, remind all of us about how we interact with each other.

What does your policy say?

It says, essentially, that all employees have the right to work in a place free of harassment. Our policy is a little broader than most, and besides those actions covered by

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2/7/05 -



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m-F ne week

Sat. - 15th -

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Jon's cousin

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